

Today, unlike many other times in American history, organizations must hire, develop and condition team members to meet and exceed stakeholder needs. Accepting “average” or merely working hard as a model or standard for excellence, has proven to be ineffective for organizational transcendence.

Succession planning by intelligent design requires a highly intuitive approach in developing a model of excellence for the next generation of leaders. Bridging the gap in a multi-generational environment, while respecting individual values and differences, has become a critical imperative in building winning teams.

This process begins with Transformational Leadership. We define this leadership approach as one that values people, inspires growth, and supports organizations in transcending from good to great.

In preparing leaders and administrators to developing their vision and values, while balancing personal and work priorities, improving communication; and maintaining physical and emotional well being, organizations will be well positioned to make the necessary course corrections for success.

Transforming organizational thinking requires leaders to focus on creating an environment where people can realize their true potential by identifying their aspirations, goals and purpose in life.

A transformational leader must focus on their organization's greatest asset, people. The keystone to any successful organization is the quality of people within that organization. How those people see themselves and define their self-worth is best represented with how effectively they focus on stakeholder needs.

### **Program Objective:**

During this highly intuitive 2 day program, participants will assess current and long term organizational objectives, redefine the operational tempo required to develop a new generation of leaders, along with establishing a global vision for organizational excellence.

*This program has been designed for employees currently serving in leadership roles with direct reports. Participants will complete pre-class assessments identifying their leadership styles, personality preference and a highly collaborative post class team building segment.*

# S U C C E S S I O N P L A N N I N G

BY INTELLIGENT  
DESIGN

For Public Safety





The Five Modules of Succession Planning by Intelligent Design.

**Mod One** - Exploring the Foundations of Change - Quantum Physics and Paradigm Shifts

**Mod Two** - Bridging Generational Differences by Creating Organizational Synergy

**Mod Three** - Developing a 10-Year Vision Beginning with the end in mind

**Mod Four** - Asset Allocation - Organizational Needs

**Mod Five** - Coaching an Empowerment-Mentoring

Succession Planning by Intelligent Design will be presented as a facilitator lead 2 day workshop. Course materials and all pre and post workshop assessments are included in registration fee. Additional fees may apply for Executive and or Team Coaching provided by Leadership Advisors Coaching and Consulting, LLC.

# SUCCESION PLANNING REGISTRATION

Sponsored by Kennewick Police Department

Location - 211 W. 6th Avenue, Kennewick, WA

December 13 - 14, 2010 - 0900 - 1700

**Inaugural Registration Promo - \$195.00 \$295.00/ 2 \$395.00/ 3 Attendees**

**Registration and Payment MUST be received by November 24, 2010.**

Name: \_\_\_\_\_  
Organization: \_\_\_\_\_  
Title: \_\_\_\_\_  
Phone: \_\_\_\_\_  
Email: \_\_\_\_\_

**Payment: Visa/ MC/ Amex/ Discover** (Payment is Required in Advance)

All payments can be made at our website, [www.leadershipadvisors.net](http://www.leadershipadvisors.net) Select our "Events Tab" then click on register. **Please email the completed signed registration forms to our office after payment has been made to ensure proper credit.**

Authorized Name (Printed) \_\_\_\_\_

Authorized Signature: \_\_\_\_\_

Cancellation and Refund Policy:

All refund requests must be received in writing at [info@leadershipadvisors.net](mailto:info@leadershipadvisors.net) no later than 60 days prior to the first day of this event. No refunds will be approved after that date. Participants may request a credit to attend a future event if written notification is provided no later than 10 days prior to the first date of the event. Leadership Advisors reserves the right to reschedule this program once within 90 days of the original date and will issue a credit to registrants for that rescheduled date.

Participants who fail to timely request a refund or notify of cancellation or do not attend this program will forfeit all monies paid. Both parties agree that personal jurisdiction and venue shall be held in the State Courts of Palm Beach County, Florida. The parties, and each of them, agree to waive any objection to personal jurisdiction in the State of Florida. Florida law shall govern the interpretation and enforcement of obligations hereunder. In the event of a dispute arising hereunder, the prevailing party shall be entitled to the recovery of any and all costs, interest and attorney's fees incurred by the prevailing party as a result of said legal proceeding.

**Fax Registrations to Leadership Advisors (919) 724-4114 or Call 561-935-9700 ext 202**